

**ENFIELD TOWN COUNCIL  
MINUTES OF A REGULAR MEETING  
MONDAY, APRIL 20, 2015**

Before the Regular Meeting was called to order Chairman Kaupin read a proclamation declaring April 22, 2015 as Earth Day. He noted there will be Earth Day celebration activities on April 22, 2015 at Freshwater Pond from 3:00 p.m. to 6:00 p.m.

He then read a proclamation declaring April, 2015 as Fair Housing Awareness Month.

The Regular Meeting of the Enfield Town Council was called to order by Chairman Kaupin in the Council Chambers of the Enfield Town Hall, 820 Enfield Street, Enfield, Connecticut on Monday, April 20, 2015. The meeting was called to order at 7:04 p.m.

**PRAYER** – The Prayer was given by Deputy Mayor Lee.

**PLEDGE OF ALLEGIANCE** – The Pledge of Allegiance was led by Troup 819.

**ROLL-CALL** – Present were Councilors Arnone, Cekala, Deni, Edgar, Hall, Kaupin, Lee, Mangini, Stokes and Szewczak. Councilor Bosco entered at 7:08 p.m. Also present were Town Manager, Matthew Coppler; Assistant Town Manager, Derrik Kennedy; Assistant Town Manager of Development Services, Courtney Hendricson; Director of Finance, Lynn Nenni; Town Attorney, Kevin Deneen; Director of Public Works, Jonathan Bilmes; Deputy Director of Public Works, Bill Taylor and Roads Engineer, Donald Nunes; Enfield EMS Director, Gary Wiemokly; Director of Social Services; Pamela Brown; Chief of Police, Carl Sferrazza; Director of Public Safety, Christopher Bromson; Town Clerk, Suzanne Olechnicki

**FIRE EVACUATION ANNOUNCEMENT**

Chairman Kaupin made the fire evacuation announcement.

**MINUTES OF PRECEDING MEETINGS**

**MOTION #3096** by Councilor Arnone, seconded by Councilor Cekala to accept the minutes of the March 26, 2015 Special Meeting.

Upon a **SHOW-OF-HANDS** vote being taken, the Chair declared **MOTION #3096** adopted 9-0-1, with Councilor Stokes abstaining.

**MOTION #3097** by Councilor Mangini, seconded by Councilor Deni to accept the minutes of the March 30, 2015 Special Meeting.

Upon a **SHOW-OF-HANDS** vote being taken, the Chair declared **MOTION #3097** adopted 10-0-0.

**MOTION #3098** by Councilor Mangini, seconded by Councilor Arnone to accept the minutes of the April 6, 2015 Special Meeting.

Upon a **SHOW-OF-HANDS** vote being taken, the Chair declared **MOTION #3098** adopted 10-0-0.

**MOTION #3099** by Councilor Deni, seconded by Councilor Mangini to accept the minutes of the April 6, 2015 Regular Meeting.

Upon a **SHOW-OF-HANDS** vote being taken, the Chair declared **MOTION #3099** adopted 10-0-0.

### **SPECIAL GUESTS**

#### **UConn People Empowering People (PEP) Program in Spanish**

Present was Lorena Cisneros, the Facilitator of the UConn PEP Program. Accompanying her were several members of the PEP Program.

Ms. Cisneros explained the UConn PEP Program as follows:

- PEP stands for People Empowering People program.
- It is a personal and family development program with a strong community focus.
- This program provides training and support to a targeted adult population resulting in change in their life and in their community.
- The mission is to have people work together to make their community a better place for themselves and their children.
- The Facilitator provides ten two-hour sessions on the following topics:
  1. Value
  2. Clarification
  3. Communication & skills
  4. Problem solving
  5. Understanding the helping role
  6. Leadership skills
  7. Action planning
  8. Community opportunities

She stated following the four-month training sessions, the participants work on projects that benefit the community, i.e., ESL classes, adult education writing classes, etc.

Ms. Cisneros stated this group received a grant, which helped in educational workshops.

She then shared some statistics, which show that in Fiscal Year 2015, 12% of the school population is comprised of Latinos and out of that 12%, 28% are in Grades K-2. She noted 23% are in Grades 3 to 5 and so on.

Ms. Cisneros stated two years ago, Latinos numbered 550 in the schools and now that figure is 604.

She stated PEP wants a better future for their children, and they want to teach them to help others.

Richard Galvez stated the PEP program has given him an insight on the Latin community in Enfield. He noted this has not only opened his eyes to help the Latin community, but to get involved in Enfield in general. He stated he's presently involved in the Parent Leadership Academy. He noted he'd like to see the Latin community and the American community in Enfield mesh as one. He stated his belief the PEP program is doing an outstanding job.

Ana Troya stated the PEP program is a link between the Latin community and Enfield. She noted through the PEP program she learns more about the Town's services and Town events. She stated her belief the PEP's purpose is to become a larger group and get more involved in the community.

Ms. Cisneros stated one of the PEP groups has chosen a project which involves a Latin dance in Enfield, and this is scheduled for May 1<sup>st</sup> in the Alcorn gymnasium. She stated there will also be a community conversation on May 21<sup>st</sup> from 5:00 p.m. to 7:45 p.m. in the Angelo Lamagna Center.

Councilor Mangini stated this is a great program to bring people together and help children get over barriers such as language skills and math. She commended PEP for all their hard work.

Councilor Arnone stated he attended last year's community conversation, which was a great event. He encouraged everyone to attend the community conversation.

Councilor Deni questioned what time the May 1<sup>st</sup> dance will take place at Alcorn, and Ms. Cisneros responded 5:00 p.m.

### **KITE – Annual Grant**

Present for this item was Chris Gomeau, the Coordinator for Enfield's KITE.

Ms. Gomeau stated KITE stands for Key Initiatives to Early Education. She noted they are the Early Childhood Community Collaborative in Enfield. She stated since 2001, they've been funded primarily by the William Caspar Graustein Memorial Fund, and she is preparing to apply for grant funding for next year.

She offered some background information about the Collaborative. She noted as part of the grant application they ask the Mayor to sign off in support of the grant. She distributed a handout to the Council.

She stated in 2010, KITE received funding to create an Early Childhood Community Plan. She noted after a two-year process, they released their first Enfield Early Childhood Community Plan in 2012. She noted this plan has had great results. She noted in 2015, they're getting ready to update that plan. She stated they're currently conducting focus groups within the community, and they hope to have a focus meeting with Town leaders in the beginning of June.

Ms. Gomeau stated last year when they applied for funding, they were awarded \$50,000, and they were given an extra opportunity to get an infrastructure grant, which was put toward the Spanish PEP Program, and this program has been amazing. She noted Ms. Cisneros has done a fantastic job.

She stated one of the most exciting things coming up in the year ahead is that they'll be part of the new Stowe Early Learning Center. She noted KITE now has an office in that facility. She stated they now have over 1,700 certified First Readers. She noted last September they had Dr. Myra Jones-Taylor, the Commissioner of the Office of Early Childhood speak at their annual meeting, and she asked to come and be part of the First Readers' ceremony.

Councilor Stokes commended KITE for the great work they do and stated this group is vital to the community.

Councilor Mangini agreed with Councilor Stokes and stated Ms. Comeau does a phenomenal job with the KITE program. She expressed her appreciation for all the hard work done by KITE.

It was the consensus of the Council that Chairman Kaupin may sign off for this grant.

### **PUBLIC COMMUNICATIONS AND PETITIONS**

Carmella and Steven Stauffer, 7 Birchwood Terrace

Submitted a petition and photos on behalf of the residents of her area. She noted this petition concerns road and sidewalk replacement. She stated work is not scheduled for this area until 2019. She noted this area has never been repaved. She pointed out there are many pedestrians and bikers in this area, and the roads and sidewalks are in poor condition. She stated sidewalks on Washington Road between Hemlock and Birchwood should be replaced. She pointed out there have been falls as a result of these poor conditions. She voiced her concern about safety issues for people in this area. She concluded stating she'd appreciate these areas being addressed before 2019.

Maureen Mullen, 1625 King Street

Stated she sent a letter to the Town inviting Town Council members to visit the site near the CREC school. She noted Mullen Road also needs attention. She pointed out a new street light was put in near her home around Thanksgiving, but it's already going out.

## **COUNCILOR COMMUNICATIONS AND PETITIONS**

Councilor Arnone stated his impression Birchwood Terrace previously appeared at the top of the list. He requested the Town Manager explain this. He noted this area is a mess.

Councilor Mangini congratulated Chairman Kaupin for receiving the Paul Harris award from the Rotary Club.

Councilor Lee stated the Picture Enfield event at the Senior Center was well attended, and a lot of money was raised for the Friends of the Senior Center. He noted this event was able to showcase a lot of talent.

Councilor Lee spoke about North Street and additional improvements being held off. He noted now that it's spring, people are asking what's the status of this road. He stated there was the impression that there was some design work that had to go into drainage before it could be prioritized as an improvement. He stated his hope this can be revisited in the budget cycle.

**MOTION #3100** by Councilor Lee, seconded by Councilor Hall to suspend the rules to address under Miscellaneous Items 14 E, F, G, H, J and K.

Upon a **SHOW-OF-HANDS** vote being taken, the Chair declared **MOTION #3100** adopted 11-0-0.

Councilor Hall questioned whether there's a state regulation concerning the removal of tree stumps that tree cutting companies are leaving behind. As concerns wood being left on the side of the road, she noted this can be seen from Collins intersection on Powder Hollow Road and left onto Abbe Road and all the way up Abbe Road. She noted potholes are very bad in this area as well.

Councilor Hall requested an update on the CREC school.

Councilor Bosco requested potholes be fixed on Rosanne Street.

Councilor Bosco stated they still haven't picked up the logs across the street from his house, nor have they picked up the logs on the hill.

Councilor Deni questioned whether they will fix manholes. He noted problem manholes are on Brainard Road, Middle Road, South Road and other streets. He noted another area needing attention is Edmund, Steven and Cheryl Streets.

Chairman Kaupin stated they are appointing a joint committee with the Planning & Zoning Commission to review regulations both on the Town side and on the zoning side regarding the food truck issue. He noted Chairman Duren of the Planning & Zoning Commission has appointed himself, Lori Longhi and Al Drinan to serve. He noted two

of the three member of the Town Council to serve are Councilor Hall and himself and there will also be a Democrat representative.

Mr. Coppler stated Commissioner Drinan would not be able to make it, therefore, they will be appointing Commissioner Falk to this joint committee.

Chairman Kaupin stated the Council received a letter from Caitlin Connery expressing the need for a homeless shelter in Enfield. He noted Caitlin is 12 years old and attends JFK Middle School and volunteers at the Loaves and Fishes Soup Kitchen. She requests the Town Council consider this idea.

Chairman Kaupin stated there will be an Earth Day event at Freshwater Pond on Wednesday, April 22<sup>nd</sup> from 3:00 to 6:00 p.m.

He stated Clean Sweep is scheduled for April 25<sup>th</sup>, starting at 10:30 a.m. He noted volunteers will meet at Town Hall at 10:30, and volunteers get a tee shirt.

Chairman Kaupin stated the Scantic Spring Splash is scheduled for Saturday, May 2<sup>nd</sup>. He noted this is the 24<sup>th</sup> annual canoe and kayak race down the Scantic River in Hazardville. He stated following the race, there will be an awards ceremony at the Powder Mill Barn, and proceeds will go to the Enfield Food Shelf. He noted more information can be found at [www.scanticspringsplash.org](http://www.scanticspringsplash.org)

Chairman Kaupin stated Somers Road has many potholes. He questioned if this road is on the roads replacement program, and if not, what is immediately planned to address that road.

As concerns the food trucks, Councilor Edgar stated at his caucus, they felt it should be the entire Council and entire P&Z discussing this matter. He noted they also had a question as to whether the Council should be involved in P&Z business. He stated if a name is needed to serve on the joint committee, it will be him. Chairman Kaupin stated the Town Council is responsible to approve regulations to oversee the movement of food trucks on Town roads, parking in public rights-of-way and public parking lots. He noted they can have the two groups work together, and they will have to bring their proposals back to the respective bodies for approval. He pointed out the joint committee is just a working group to draft some regulations for Council approval for the Town side and P&Z approval for the zoning side. Councilor Edgar stated he can understand they'd draft regulations for the Council side, but he doesn't feel they should be involved in regulations for P&Z.

Chairman Kaupin thanked Councilor Edgar for agreeing to serve on this joint committee.

## **TOWN MANAGER REPORT & COMMUNICATIONS**

Mr. Coppler stated he provided the Council with the monthly update dashboard for workers' compensation. He noted at this time, everything is going well in terms of the use of the funds.

Mr. Coppler stated his belief Eversource will be coming back to grind out tree stumps. He stated his belief there aren't any particular state regulations for utility companies when doing their projects.

Councilor Hall requested the Town Manager check into whether Eversource has plans to re-seed areas where they've removed trees.

Councilor Lee requested the Town Manager ask the Eversource representative for a copy of the agreement that they're asking a homeowner to sign. Mr. Coppler noted it's more of a notice than an agreement.

As concerns Edmund, Steven and Cheryl Streets, Mr. Coppler noted he and staff have been meeting with the resident that spoke before the Council. He stated there are three alternatives for addressing issues:

1. A total reconstruction of the three roads - \$575,000
2. A partial reconstruction of Steven and Edmund where they connect
3. Installing a number of drywells, which would be strategically placed in this area - \$17,000

Mr. Coppler stated these roads aren't on the 2015 Roads Program. He noted they could start setting money aside for Items 1 and 2. He stated there is money set aside in the drainage account, which would be able to address Item 3, and this would correct some of the drainage issues in that area. He noted since the cost is over the \$15,000 limit, a bid would need to be put together. He stated they could do this work during the summer months. It was the consensus of the Council to go forward with this option.

Mr. Coppler called forward the following people – Director of Public Works, Jonathan Bilmes; Deputy Director of Public Works, Bill Taylor and Roads Engineer, Donald Nunes.

Mr. Taylor stated Mullen Road is scheduled for total reconstruction in two years. He noted this road is scheduled for five culvert improvements with road widening in those areas this summer. He then spoke at length about three different options to address Mullen Road. He noted the third option involves reconstructing the worst areas on Mullen Road at a cost of \$115,000.

Councilor Bosco suggested doing some borings to see what's under the pavement. Mr. Taylor noted that could be done.

Councilor Bosco suggested addressing the worst areas so they hold up over the next two years.

Councilor Edgar stated some cautionary signage is needed in certain areas. He noted he'd prefer spending \$115,000 to address the worst areas as soon as possible.

Councilor Deni suggested making it a gravel road and then repave it.

Councilor Arnone stated if this road isn't done right, it won't last because of the heavy truck traffic.

It was the consensus of the Council that they should go with the third option, which will address the worst areas at a cost of \$115,000.

Mr. Taylor then spoke about Circle Road. He noted last year they undertook a \$6 million dollar road maintenance project with Roads 2010 funding, which included patching, crack sealing, mill and overlay, thin overlays and micro surfacing. He noted these treatments were not intended to make the road in a "like new" condition, but rather they're part of strategy to extend the life of the roads and put off the expensive reconstruction at a cost of \$300 a linear foot.

Mr. Taylor stated since the Town undertook its first road program in 2000, the emphasis has been almost entirely on reconstruction with a little mill and overlay done along the way. He noted as a result, little or no maintenance and rehabilitation has been done on roads for many years. He stated a couple of years ago, the Public Works Department gave a series of presentations to the Town Council and the DPW Subcommittee to recommend that a portion of the Roads 2010 funding be allocated to road maintenance so they can keep good roads in good condition so they wouldn't have to be reconstructed.

He noted this past cold winter resulted in some cracking in thin overlaid roads. He stated two weeks ago, they re-inspected the roads that were micro-surfaced last summer, and they found reflective cracking, which are cracks in the underlying pavement and which propagate up through the new surface. He noted this is completely normal and expected and doesn't compromise the integrity of what they did. He pointed out the cracks in the underlying pavement were sealed by the micro-surfacing, and as a result water can't get underneath the pavement and cause further damage to the road. He stated when the cracks in the micro-surfacing get to the point where they exceed 3/16 of an inch in width, they plan to go out and crack seal them. He noted they found loose stone that will be swept up as part of the spring sweeping program. He stated they also found areas where the treatment had been gouged by snowplows, which can't be avoided, and this doesn't effect the performance of the micro surfacing.

As concerns thin overlays, Mr. Taylor stated it's important to know that asphalt, which is produced in Connecticut, is designed to perform well under a wide range of temperatures –up to 147 degree and down to minus 8 degrees. He noted there were three days in February when they had temperatures lower than minus 8 degrees. He stated in those



conditions, a brand new thin overlay can sometimes crack overnight. He noted this is expected and normal, and the pavement underneath was crack sealed prior to the placement of the overlay.

Mr. Taylor stated the 2014 pavement preservation program was part of a long-term strategy to prolong the life of roads that were in good condition to begin with, and not restore them to a like new condition. He noted the micro surfacing and thin overlays are performing as expected, and they expect an additional five to seven years of life on the micro surfaced roads and a ten to twelve year life extension on the roads which had a thin overlay.

Councilor Bosco stated the roads done in Somers seemed to hold up a little better. He questioned if they're using the same product. Mr. Taylor stated he's only familiar with Shaker Road which runs into Somers. He stated his belief Somers used a latex modified chip seal on that road. He added Shaker Road is exhibiting a lot of the same issues as the micro surface roads.

Councilor Lee questioned how they're doing with maintenance. Mr. Taylor stated on the Roads 2015 list, there are arterials that are going to receive similar treatments with crack sealing, mill overlay, etc. He noted going forward there's funding in the capital account, and he'd like to see a semi-annual crack sealing program to maintain some of the roads that were paved in the past seven or eight years so they can get them crack sealed and keep the water out.

Chairman Kaupin referred to Circle Road and questioned whether Public Works feels this is a good job and up to specifications. Mr. Taylor responded yes.

Chairman Kaupin stated can residents of Circle Road have a meeting with Public Works to go over the benefits of micro surfacing. He noted residents on this street aren't happy. He went on to state his belief Public Works hasn't done the "sell job" they need to do concerning a new type of road treatment.

Mr. Coppler stated such a meeting can be set up through his office.

Councilor Deni stated he was recently on Circle Road, and it appeared Water Pollution Control was digging up some of the manholes on that road. Mr. Nunes stated they were replacing the manholes.

Councilor Deni questioned whether problematic manhole covers will be addressed on roads such as South Road, Middle Road, Brainard Road, etc. Mr. Bilmes stated right now they don't have plans to go back on those streets again because the manholes were within spec. He noted they did correct other manholes.

Councilor Hall stated these manhole problems are the worst they've ever seen. She pointed out whatever was done in the past worked. She suggested perhaps they need to look at what they've done in the past.

Councilor Arnone stated they need to budget for rings and tops when roads are being done.

Mr. Coppler stated the Town Attorney's office put together the opinion on the Buckhorn drainage connections. He suggested this be discussed at the next meeting.

### **TOWN ATTORNEY REPORT & COMMUNICATIONS**

Attorney Deneen spoke about casino development north of Hartford and noted the drafted bill includes an approval by the towns' legislative body, but it doesn't address whether it's subject to any zoning regulations in those towns. He stated the Chairman of the Planning & Development Committee indicated she wanted to strengthen the municipal role in this process, but it's subject to amendment throughout the rest of the process.

Councilor Deni questioned whether Enfield's zoning regulations have a regulation allowing casinos or gambling. Attorney Deneen stated they have permissive zoning, which most towns have. He noted something has to be permitted with zoning regulations, otherwise it's not permitted. He stated the problem with these types of legislative actions is that the state legislature could override them at any time. He noted depending on how this bill comes through the legislature, they could easily write one that says the Department of Consumer Protection has the right to issue these licenses, therefore, it's a legal business and they can go anywhere they want.

Mr. Coppler stated earlier today, staff looked through the zoning code, and there's nothing in there mentioning casinos or gambling parlors. He noted P&Z can define their terms any way they wish. Attorney Deneen pointed out the Mouse Pad business was not shut down on a zoning violation, but rather on a violation of the state gambling laws.

Councilor Deni stated he was bothered to read in the newspaper that the Council didn't want casinos because the Council didn't have a discussion as to whether they're in favor of casinos.

Mr. Coppler stated his understanding they want good development in the Town of Enfield, and a good development is one that fits within the Plan of Conservation and Development and one that makes sense for the community.

Councilor Deni stated if a development could be a different venue than a box, it might be a nice idea.

Councilor Mangini requested the Town Attorney clarify the override of the state because Enfield's zoning regulations state commercial recreation includes off-track betting parlors, dog racing, theaters, bowling alleys, etc. She noted it doesn't specifically state casinos, nor does it exclude casinos. She stated her impression the state can override Enfield's current regulations. Attorney Deneen responded that's correct.

## **REPORT OF SPECIAL COMMITTEES OF THE COUNCIL**

### **Enfield High School Renovation Building Committee**

Councilor Lee provided some photographs of the Enfield High School construction site. He noted a lot of work is going on, and there will be between 80 and 150 people on site over the next several months.

### **OLD BUSINESS**

#### **APPOINTMENTS (TOWN COUNCIL APPOINTED)**

**MOTION #3101** by Councilor Lee, seconded by Councilor Hall to remove Item #10 from the table.

Upon a **SHOW-OF-HANDS** vote being taken, the Chair declared **MOTION #3101** adopted 8-1-0, with Councilor Edgar voting against the motion. Councilors Arnone and Szewczak absent at the vote.

**NOMINATION #3102** by Councilor Lee to appoint Raymond Bouchard (U) to the Clean Energy Committee for a term which expires 3/17/18.

**MOTION #3103** by Councilor Mangini, seconded by Councilor Stokes to close nominations.

Upon a **SHOW-OF-HANDS** vote being taken, the Chair declared **MOTION #3103** adopted 10-0-0.

Upon a **ROLL-CALL** vote being taken, the Chair declared Raymond Bouchard appointed to the Clean Energy Committee by a 9-2-0 vote, with Councilors Deni and Edgar voting against.

All other Old Business items remained tabled.

### **NEW BUSINESS**

Appointments to the Cultural Arts Commission and Planning and Zoning Commission will appear on the next regular meeting agenda.

### **ITEMS FOR DISCUSSION**

Appointments to the Enfield Beautification Committee and Inland Wetland and Watercourses Agency will appear on the next regular meeting agenda.

**DISCUSSION RE: RESOLUTION OPPOSING LEGALIZED GAMBLING FACILITIES IN ENFIELD**

Councilor Bosco stated he's neither opposed or for this issue, but if properly done, this could be a boon for Enfield. He stated he wouldn't be in favor of a box building containing just one-armed bandits and tables, but if they did something a little different, he wouldn't be opposed to it. He feels they need to keep their minds open. He stated if the Town has to draft something, they should draft something that would protect the Town, but not close the door.

Councilor Stokes stated he's opposed to it. He noted if this is reactionary to what's going on in Springfield in an effort to keep money in Connecticut, they need to be leery as to what's coming in. He stated if this was a nice destination place with restaurants and shopping, it's worthy of looking at. He noted there should be a public safety analysis of this as well. He noted he received an email from Kelly Hemmeler asking that she be on the record stating she's against this.

Councilor Arnone stated he has to look at this from a standpoint of what's good for Enfield. He stated there's already legalized off-track betting in Hartford and Windsor Locks. He noted he hears the argument about 1,200 machines that are taxable and jobs. He stated the argument about the all-inclusive gambling casinos bothers him because the problem with casinos is that they want to spend every dime of their money inside their casino and very little goes to the community. He noted with these types of parlors, they're forced to use the community's restaurants, hotels and recreation. He stated he personally is not in favor of this, but he believes they have to keep somewhat of an open mind if the casinos were to give towns 5% of the slots. He noted everyone wants schools funded and roads paved.

Councilor Mangini stated she does not support this resolution at all because she feels it's poorly prepared and she feels there's language that needs to be addressed. She agreed with Councilor Bosco in that there are two sides to this issue. She noted opening a full-blown casino in Enfield isn't her idea of a good thing for this town. She pointed out Enfield doesn't have an offer proposed by the state or anyone. She feels there needs to be a community conversation welcoming input from the public.

Councilor Cekala agreed with Councilors Arnone and Bosco and stated her belief they should keep their options open. She feels they need to get a better grip on what would be proposed if anything were to be proposed and what the economic benefits or detriments would be.

Councilor Edgar pointed out Enfield doesn't have an offer. He agreed with Councilor Bosco and stated if they have the machines, a nice restaurant and entertainment that would be different than just a plain box with machines. He feels the Council should table this until a later date when there's a definite proposition.

Councilor Deni stated he doesn't want to arbitrarily vote for no legalized gambling. He noted if they did that, would they have to shut down BINGO at places like the American Legion and churches since that's legalized gambling. Attorney Deneen stated obviously there's a difference between BINGO and casinos otherwise they wouldn't have to pass a new law to allow in casinos. He noted this can be tailored any way the Council wishes, or they can take no action whatsoever until they see what develops later on.

Councilor Deni questioned if the Council votes in opposition to legalized gambling facilities in Enfield, does that mean they shut down their BINGO activities, and Attorney Deneen stated he wouldn't consider those venues as legalized gambling facilities.

Councilor Deni stated he's not in favor of this resolution.

Councilor Lee stated the purpose of having this item on the agenda was so that the Council could start a dialog, and he had asked for a copy of the Windsor resolution to see how Windsor is approaching this. He noted he certainly wasn't expecting the Council to take a vote this evening. He cautioned the Council of even attempting to vote on a resolution since they don't know which way the state is headed. He noted the Attorney General's report last week is a big pail of cold water on the whole process. He agreed with Councilor Mangini in that they should have a public hearing or community conversation when more facts are known. He pointed out the goal was to get out ahead of this because the Council has been accused of acting without opportunity for adequate public input.

Councilor Hall stated she would like to wait and see what is coming forward. She noted they need to take their time and see what the offer is, and she feels they need to set up some public discussion. She pointed out P&Z will have the ultimate say.

Chairman Kaupin questioned what do they have from the State of Connecticut in the legislation as to what's the intent, the design, etc. Mr. Coppler stated their intent is to try and capture the flow of money out to the new casino in Springfield. He noted specifically what they're looking to do has yet to be unveiled. He stated they are going through their committee process right now on the concept more so than what the actual language is. He stated what they are hearing is that it's not a traditional large casino operation, but something more in line with an off-track betting concept.

Chairman Kaupin stated he was contacted by a resident last week who was contacted by Mohegan Sun, and he told him Enfield is always open and willing to listen. He noted he told this resident to pass along Courtney Hendricson's name and number, and if someone from Mohegan Sun wanted to reach out to Enfield, the first point of contact is Ms. Hendricson.

## **MISCELLANEOUS**

**RESOLUTION #3104** by Councilor Mangini, seconded by Councilor Arnone.

RESOLVED, that in accordance with Chapter VI, Section 8(f) of the Town Charter, the following transfer is hereby made:

TO:                0413 Congregate Living  
                     Salaries, Part-time    22040413-512000    \$3,750

FROM:           0413 Congregate Living  
                     Food                                22040413-563000    \$3,750

**CERTIFICATION:** I hereby certify that the above-stated funds are available as of April 14, 2015.

/s/ A. Lynn Nenni, Director of Finance

Upon a **ROLL-CALL** vote being taken, the Chair declared **RESOLUTION #3104** adopted 11-0-0.

**RESOLUTION #3105** by Councilor Mangini, seconded by Councilor Hall.

RESOLVED, that in accordance with Chapter VI, Section 8(f) of the Town Charter, the following transfer is hereby made:

TO:                EMS  
                     Vehicles            25222000-573200    \$70,000

FROM:           EMS  
                     Other Funds    25240000-488000    \$70,000

**CERTIFICATION:** I hereby certify that the above-stated funds are available as of April 3, 2015.

/s/ A. Lynn Nenni, Director of Finance

Upon a **ROLL-CALL** vote being taken, the Chair declared **RESOLUTION #3105** adopted 11-0-0.

Chairman Kaupin expressed appreciation to the John Maciolek Post 154. He noted this money basically depletes the ambulance fund account, and this will be the final ambulance those funds will cover. Mr. Wiemokly indicated that's correct, and thanked the Maciolek Post for their decades of work. He noted E-TV appreciates this as well because the last of the Ford ambulances will be re-purposed to them.

**RESOLUTION #3106** by Councilor Mangini, seconded by Councilor Stokes.

RESOLVED, that in accordance with Chapter VI, Section 8(f) of the Town Charter, the following transfer is hereby made:

TO: 4320 Child Development Center

Certified Salaries	22046014-511100	\$ 5,014
Non-Certified Salaries	22046014-511200	\$22,232
Health Medical	22046014-521000	\$ 3,759
Social Security	22046014-522000	\$ 1,689
Medicare	22046014-522100	\$ 395
Instructional Supplies	22046014-561100	\$ 352
Salaries Part-Time	22040432-512000	\$ 3,194
Salaries Temp Seasonal	22040432-513000	\$ 7,000
Overtime	22040432-514000	\$ 5,000
Other Professional Services	22046012-533900	\$ 3,790

4001 Social Services Administration

Salaries	22046014-511000	\$11,488
Other Professional Services	22040001-533900	\$ 2,738
Printing	22040001-555000	\$ 1,500
Food	22040001-563000	\$ 250
Furniture	22040001-573300	\$ 7,000

FROM: 4320 Child Development Center

School Readiness Grant	22044432-460140	\$44,929
School Readiness Enhance.	22044432-460142	\$ 3,790
Child Day Care State Grant	22044432-413660	\$15,194

4001 Social Service Admin.

Salaries	22040001-511000	\$11,488
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**CERTIFICATION:** I hereby certify that the above-stated funds are available as of April 13, 2015.

/s/ A. Lynn Nenni, Director of Finance

Upon a **ROLL-CALL** vote being taken, the Chair declared **RESOLUTION #3106** adopted 11-0-0.

**RESOLUTION #3107** by Councilor Arnone, seconded by Councilor Mangini.

WHEREAS, the Town Council is fully committed to bike and pedestrian safety for the Town of Enfield; and

WHEREAS, the Town has developed a long-term plan for infrastructure improvements, including bike lanes, sidewalks, and multi-use trails; and

WHEREAS, the Town will consider the value of walking and bicycling from multiple perspectives including public safety, public health, transportation for residents of all ages and income levels, recreational needs of residents and their abilities, and connecting residential neighborhoods with commercial areas, schools and services; and

WHEREAS, the Town will review and prioritize infrastructure improvements that facilitate safe and frequent walking and cycling routes while looking at the broader perspective of connecting local area towns;

NOW, THEREFORE, BE IT RESOLVED, that the Town Council of the Town of Enfield adopts the Town of Enfield Complete Streets Policy & Master Plan, as attached.

Mr. Kennedy stated a couple months ago the Town Council passed a resolution authorizing staff to put together a Complete Streets Policy. He noted they did some research and chose the number one Complete Streets Policy in the nation, put the Town of Enfield's name on it, and edited it so that it referenced Connecticut state law. He stated the policy is saying that when the Town constructs and upgrades streets, they will take into consideration the Complete Streets ideas. He noted they also wrote into the policy that every five years the Town will review its Complete Streets Plan. He stated at this time they're focusing on the roads in the 2015 Program.

Upon a **ROLL-CALL** vote being taken, the Chair declared **RESOLUTION #3107** adopted 11-0-0.

**RESOLUTION #3108** by Councilor Mangini, seconded by Councilor Stokes.

NOW, THEREFORE, BE IT RESOLVED, that the Enfield Town Council does hereby adopt the Memorandum of Understanding regarding school safety and security initiatives jointly enacted by the Board of Education and the Town of Enfield, herein attached as Item A, between the Town of Enfield and the Enfield Public Schools and authorizes the Town Manager to execute the necessary documents to implement recommendations of the Committee.

Mr. Coppler stated he received an email from Councilor Cekala earlier today, which contained a survey sent to her by a group that collected approximately 85 signatures. He read as follows:

"We the residents of Enfield, Connecticut are requesting the Memorandum of Understanding regarding the school safety and security initiatives jointly enacted by the Board of Education and Town of Enfield adopted March 25, 2013 and effective until June 30, 2015 to not be extended beyond June 30, 2015."



He stated as they approach FY2019, the SSO Program would start being reduced. He noted another element of the plan was the increase in SRO's, and they would go from three to five SRO's in FY2017.

Councilor Arnone stated they are being asked to sign a two-year MOU, but there's four years worth of budget. He stated he has a problem with this because he doesn't see any reductions, especially in Year 2016, and it goes up before it goes down. He stated his concern that he will be voting for a four-year package this evening, and he only has control over two years of that package.

Councilor Hall stated she was told this was a starting point and that it would come back to the Security Committee to discuss.

Chairman Kaupin stated the projections are a vision where staff feels they could go over the next five years. He noted his vote is whether they're extending the MOU for two years, and if this passes and the program continues, it goes back to School Security to continue to do what they've done over the last two years.

As concerns the projection to 2019, Councilor Deni feels there's no exit strategy to get rid of guards or to reduce dollars and people.

Councilor Edgar stated tonight's basic question is whether they'll have armed guards for another two years.

Councilor Edgar stated it's nothing personal, but he has asked for an ethics opinion as to whether Councilor Hall should be voting on this.

Councilor Mangini stated she served on the School Safety Committee from its inception a few years ago and also sat in on the MOU drafting. She noted the plan was to have it sunset after a two-year period and keep coming back for review, which is what's before the Council right now. She noted the school security plan is well thought out, well implemented, and it's working nicely. She stated she hears from parents, faculty and residents that they're pleased with what the Town of Enfield has put forward. She stated she's most definitely standing behind this program.

Councilor Stokes stated he supports this resolution. He noted they have to create a long-term vision, and that's the purpose of the referendum. As concerns Councilor Edgar's comment about Councilor Hall, he noted he has served two terms with Councilor Hall and he has seen her abstain concerning issues that directly effect her and her household because of her husband's position. He stated his belief this issue has nothing to do with anything that benefits her. He noted it's interesting she served this Council well for the last two years on the Committee, making decisions, meeting two or three times a month and no one questioned her about her time and value to that, but now it's questioned when they get to a vote.

Councilor Cekala stated she is the mouthpiece for the people who voted her in, therefore, the way she's voting is not just because it's the way she feels but because it's the way that the people who voted her in feel as well. She noted she has an issue with the plan that has been laid out, whether it's the final plan or whether it's going to be molded into something different. She feels the fact remains it's a two-year MOU, and in the next two years the cost of this program is going up. She noted years 2018 and 2019 are completely arbitrary because it's only a two-year MOU. She stated she understands the work that went into this, but she won't support it because she doesn't believe there should be guards in her children's school.

Councilor Bosco stated no one came to him saying they want SSO's. He noted he was against this from day one.

Councilor Hall responded to Councilor Edgar's comment about ethics. She noted that she and her husband believe in this program and believe it's a shining star. She stated she will be voting in favor of this, and neither she nor her husband has any financial gain or benefit. She stated part of educating children involves keeping them safe. She noted educating the children is the Board of Education's purview, but when the Town is given the opportunity to keep them safe, she looks at that as a privilege. She added that funding coming out of the Town's budget is money well spent, and a small portion of what's spent educating children every year.

Councilor Edgar stated it's nothing personal, but the question has been coming up as to whether this was an ethics violation. He noted he wanted to clear the air and have a clean decision made by the Ethics Committee. He stated no one is questioning Councilor Hall's integrity or votes.

Councilor Deni noted an SSO can't watch everyone 24 X 7. He feels this is a waste of dollars.

Councilor Cekala stated this is a difficult decision to make because she does care about children, but she doesn't feel this is going to work to keep children safe.

Chairman Kaupin stated he will vote in favor of the MOU. He thanked Town and Board of Education staff and the School Security Committee for putting together the best program they felt would address security needs in Enfield schools. He stated no one said this is a program that will protect everyone every moment on school property, which is impossible. He noted they honed into that time when they felt schools are most vulnerable based on past practices. He stated people have done a tremendous amount of work to get to this point. He noted if they are going to upgrade schools, they will be re-doing doors, windows, and roofs, and security components can be combined inside. He noted to do this the Town Charter requires a referendum. He stated the next steps toward full hardening will have to be decided by the voters. He pointed out at this time, they are not where they want to be on the hardening component, and the experts are saying the SSO Program provides the security that's needed in the schools until they get to the point

of full hardening. He stated they have a five-year vision, but that vision can change. He feels extending the MOU gets things started, but there's still a lot of work to do.

Upon a **ROLL-CALL** vote being taken, the Chair declared **RESOLUTION #3108** adopted 6-5-0, with Councilors Arnone, Bosco, Cekala, Deni and Edgar voting against the resolution.

**RESOLUTION #3109** by Councilor Stokes, seconded by Councilor Hall.

NOW, THEREFORE, BE IT RESOLVED, that the Enfield Town Council does hereby adopt the Memorandum of Understanding between the Town of Enfield and the duly licensed by the State of Connecticut non-public schools - Enfield Montessori School, St. Bernard School, and St. Martha School regarding school safety and security initiatives, hereto attached as "Attachment A"; and,

BE IT FURTHER RESOLVED, that the Enfield Town Council does hereby authorize the Town Manager to execute the necessary documents to implement the provisions of this agreement and to amend from time to time as necessary with approval of the Town Attorney.

Upon a **ROLL-CALL** vote being taken, the Chair declared **RESOLUTION #3109** adopted 7-4-0, with Councilors Arnone, Cekala, Deni and Edgar voting against the resolution.

### **PUBLIC COMMUNICATIONS**

There were no comments from the public.

### **COUNCILOR COMMUNICATIONS**

Councilor Lee stated the Development Services Subcommittee is working with staff to put together an action plan as well as a longer range plan to address some of the increasing blight and property conditions that are being encountered around Enfield, particularly when there are vacancies, foreclosures or abandonments involved. He noted they will try to meet the first or second week in May, and he hopes to meet monthly to craft that plan. He noted a lot of residents are getting increasingly more frustrated with some vacancies, which are in very bad shape. He stated they are close to understanding how they can move from the blight enforcement into a more permanent solution with some issues. He stated hopefully by mid-May they will have a solid handle on where they're going from here.

### **ADJOURNMENT**

**MOTION #3110** by Councilor Hall, seconded by Councilor Stokes to adjourn.

Upon a **SHOW-OF-HANDS** vote being taken, the Chair declared **MOTION #3110** adopted 11-0-0, and the meeting stood adjourned at 10:00 p.m.

Appended to minutes of  
April 20, 2015 Regular  
Enfield Town Council  
Meeting See Page 16

**MEMORANDUM OF UNDERSTANDING**  
**REGARDING SCHOOL SAFETY AND SECURITY INITIATIVES**  
**JOINTLY ENACTED BY THE BOARD OF EDUCATION**  
**AND THE TOWN OF ENFIELD**

This Memorandum of Understanding ("MOU") is made and entered into as of \_\_\_\_\_, 2015 by and between the Town of Enfield ("Town"), a municipal corporation located in the Town of Enfield, County of Hartford and State of Connecticut and The Enfield Board of Education ("BOE") with offices at 27 Shaker Road, Enfield, Connecticut.

This MOU is entered as one step in the Board's and Town's comprehensive program to improve school safety. The Town and BOE wish to jointly enhance security measures at their public school facilities. The Town and BOE agree as follows:

**A. DEPUTY SUPERINTENDENT'S ROLE AS LIAISON FOR PUBLIC SAFETY.**

In furtherance of the provisions of this Agreement, the Deputy Superintendent of Schools ("Deputy Superintendent") shall be the liaison to the Town's Department of Public Safety. The Deputy Superintendent will work with the Director of Public Safety (and/or his designee) to implement strategies to enhance the safety and security of the district's schools, students and employees.

**B. SCHOOL SECURITY OFFICERS:**

1. Effective at the beginning of the 2015-16 school year, School Security Officers ("SSOs") will be placed in each of the Enfield Public Schools (including Head Start). The qualifications, duties and responsibilities for the position of SSO shall be those set forth in the job description attached hereto, as may be amended from time to time by the agreement of the Town and BOE. The specific days and hours during which the SSOs will be on duty in each of the schools shall be determined by mutual agreement of the Deputy Superintendent and the Director of Public Safety. The use of SSOs in the Enfield Public Schools will continue through the end of the 2016-17 school year. At the end of the 2016-17 school year, the Town and BOE will review the use of SSOs in the schools in order to determine whether the use of SSOs will continue or if a new security strategy will be implemented.
2. SSOs shall be employees of the Town, and they shall not be deemed employees of the BOE for any purpose. SSOs will serve under the direction and supervision of the Director of Public Safety (and/or his designee).

3. Notwithstanding fact that the Town shall be the employer of SSOs, the Deputy Superintendent shall be permitted to serve on the selection committee for all SSO positions, together with the Director of Public Safety and the Chief of Police.
  - A. In selecting SSOs, the selection committee shall strive to recruit and select individuals who have previously served as sworn police officers for these positions.
  - B. Selection of any candidate for service as an SSO shall require unanimous approval by all three members of the selection committee.
4. The Enfield Police Department shall be solely responsible for the training and periodic retraining of SSOs and for ensuring that all such training meets or exceeds all requirements under any applicable federal and/or Connecticut law with respect to the duties and responsibilities of SSOs under the terms of this MOU and the attached job description. The training and periodic retraining of SSOs shall, at a minimum, include training in security protocols, firearms use, and proper interactions with the public, parents, students, teachers and administrators.
5. The Town shall be solely responsible for ensuring that at all times during the term of this MOU, the Town and all SSOs hold any and all permits, certifications and/or licenses required under any applicable federal and/or Connecticut law with respect to the duties and responsibilities of SSOs under the terms of this MOU and the attached job description, including but not limited to, permits, certifications and/or licenses to carry and use firearms.

The Town has represented that it has conferred with the Police Officer Standards and Training Council ("POST"), and has provided documentation from POST indicating that based on the job description for the position of SSO as provided by the Town to POST, POST has determined that SSO's are not subject to any certification and/or training requirements established by POST. Subsequent to that determination by POST, the job description for the SSO position has been modified. Accordingly, prior to the assignment of any SSO to a school within the Enfield Public Schools, the Town shall provide the BOE with a determination in writing from POST with respect to whether the proposed use of SSOs in the Enfield Public Schools, as set forth in this MOU and in the attached job description, renders the SSOs subject to any certification and/or training requirements established by POST in accordance with Section 7-294d et seq. of the Connecticut General Statutes.

Prior to the assignment of any SSO to a school within the Enfield Public Schools, the Town shall provide written verification to the BOE from the office of the Commissioner of Emergency Services and Public Protection that the use of SSOs in the Enfield Public Schools, as set forth in this MOU and the attached job description, is consistent with the provisions set forth in Sections 29-161g *et seq.* of the Connecticut General Statutes with respect to the provision of security services.

6. Prior to the commencement of employment for any SSO, the SSO shall participate in an orientation program to be coordinated by the Deputy Superintendent and the Director of Public Safety (and/or his designee). The orientation program may include presentations by school administrators, School Resource Officers and/or other members of the Enfield Police Department.
7. The Town and BOE recognize that each school principal has overall responsibility for the administration of the school under his or her supervision. The Town and the BOE recognize that SSOs are employees of the Town, and are subject to the supervision and discipline of the Director of Public Safety and/or his designee. In the event that the principal of a school, Superintendent of Schools or Deputy Superintendent has concerns regarding the performance or conduct of any individual SSO, such concerns shall be conveyed promptly to the Director of Public Safety and/or his designee, and the Director of Public Safety and/or his designee shall be responsible for addressing the concern promptly. Upon the request of the Deputy Superintendent, an SSO will be removed from duty temporarily pending further action with respect to the employment of the SSO. In the event that the concern has ultimately not been addressed satisfactorily in the judgment of the Deputy Superintendent, the SSO shall be removed permanently from service in the Enfield Public Schools upon request of the Deputy Superintendent.
8. The following provisions shall apply to the use of SSOs in the Enfield Public Schools:
  - a) SSOs shall not conduct any search or seizure of the person or property of any student or any other individual at any time.
  - b) The Town and BOE acknowledge and agree that the BOE is solely responsible for taking any disciplinary action with respect to students, and that SSOs shall have no role with respect to such disciplinary action.
  - c) SSOs shall not have any access to any student record information, as defined in the Family Educational Rights and Privacy Act, 20 USC 1232g., except as authorized by such Act.
  - d) Subject to all of the conditions set forth in this MOU, the Board authorizes SSOs to carry firearms on school premises solely for the purpose of carrying out their duties and responsibilities under this MOU and the attached job description.
  - e) SSOs shall not store or leave a firearm unattended on the premises of any school at any time.
  - f) SSOs may use force, including deadly force, only to the extent authorized by applicable federal and/or Connecticut laws.

9. The Town shall be solely responsible for funding the costs for the hiring, orientation, training, supervision and employment of SSOs in the Enfield Public Schools.
10. The Town shall indemnify and hold harmless the BOE and all of its members, agents, employees and/or representatives for any claims, lawsuits, losses, injuries, damages or other liability (including reasonable attorneys' fees) arising out of or in any way connected to any and all acts or omissions of the Town and its members, agents, employees and/or representatives with respect to the use of SSOs in the Enfield Public Schools, and/or arising out of or in any way connected to any and all acts or omissions of any SSO assigned to the Enfield Public Schools.
11. This MOU shall be subject to all applicable federal and/or Connecticut laws, as may be amended from time to time. In the event that any portion of this MOU is determined to be contrary to the provisions of any such federal and/or Connecticut law at any time during the term of this MOU, the Town and BOE shall promptly review and revise the MOU as may be necessary in order to comply with such federal and/or Connecticut laws.

#### **C. BUILDING SECURITY**

The Deputy Superintendent and the Director of Public Safety (and/or his designee) will work to develop and implement a variety of strategies for the purpose of enhancing the safety and security of school facilities, including enhancing communication in emergency situations.

1. These strategies may be developed by members of the Department of Public Safety in coordination with the Deputy Superintendent, in consultation with such safety and security consultants as they may deem necessary.
2. Any proposed modifications to the premises of any school shall be approved in advance by the Deputy Superintendent.
3. The funding for any security strategy, including any modification to the premises of any school and including the use of any safety or security consultant, shall be determined in advance by mutual agreement by the Deputy Superintendent and the Director of Public Safety.

#### **D. SAFETY PROTOCOLS AND EMERGENCY PROCEDURES**

The Deputy Superintendent and the Director of Public Safety (and/or his designee) will review and revise as necessary all operating procedures related to safety and security in the schools. They may enlist the advice and assistance of personnel from the BOE, the Department of Public Safety Department and/or safety and security



consultants/contractors, subject to the provisions of Section C above with respect to prior agreement concerning the funding of any such measures.

In the event that the Director of Public Safety and/or his designee or the SSO determines that there has been a failure to comply with the operating procedures related to safety and security as referenced above, the SSO or the Director of Public Safety and/or his designee may take immediate corrective action in order to ensure compliance with such operating procedures, subject to all applicable limitations set forth in this MOU, the attached job description and/or any applicable federal and/or Connecticut law. The SSO, Director of Public Safety and/or his designee shall promptly report such corrective action to the school principal. If the issue involves actions or failure to take actions by an employee of the BOE, responsibility for any personnel action concerning such employee shall be the responsibility of the Deputy Superintendent or designee.

In the event that such operating procedures are modified, the Deputy Superintendent will be responsible for:

1. Providing for training of appropriate school district personnel regarding such operating procedures;
2. Monitoring the implementation of such operating procedures;
3. Effectuating revisions to applicable Board policies and administrative regulations as deemed necessary.

**E. Term of Agreement**

1. This MOU shall become effective upon signing by both parties and shall remain in effect through June 30, 2017, unless modified in writing by mutual agreement of the Town and BOE. Prior to June 30, 2017, the BOE and Town shall review the terms of this MOU and determine whether the MOU should be extended beyond June 30, 2017.
2. The Joint Town Council/Board of Education Security Committee shall continue to meet at least quarterly to review and update the school security plan(s) and the implementation of this MOU, including the use of SSOs. Any significant concerns and/or disagreements within the Joint Town Council/Board of Education Security Committee regarding such matters shall be referred to the full Board of Education and the Town Council for further action.

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By: The Town of Enfield  
Education  
Matthew W. Coppler  
Town Manager

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By: The Enfield Board of  
Jeffrey A. Schumann  
Superintendent of Schools

Appended to minutes of  
April 20, 2015 Regular  
Enfield Town Council  
Meeting See Page 19

## **MEMORANDUM OF UNDERSTANDING**

### **REGARDING SCHOOL SAFETY BY AND BETWEEN**

#### **THE TOWN OF ENFIELD, CONNECTICUT** **AND**

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This Memorandum of Understanding ("MOU") is made and entered into as of \_\_\_\_\_, 2015 by and between the Town of Enfield ("Town"), a municipal corporation located in the Town of Enfield, County of Hartford and State of Connecticut and The \_\_\_\_\_ ("School") with offices at \_\_\_\_\_, Enfield, Connecticut.

Whereas, the School operates a kindergarten to eighth grade school located at \_\_\_\_\_, Enfield, Connecticut; and

Whereas, the School has a present enrollment of approximately \_\_\_\_ number of students who are residents of the Town; and

Whereas, the Town, pursuant to Section 7-148 of the Connecticut General Statutes, has a statutory duty to provide for the safety and welfare of its residents;

Whereas, in light of the recent attacks and murders at educational facilities in Connecticut and throughout the United States of America, the Town and School wish to work together to provide additional security for the residents of the Town; and

Whereas, This MOU is entered as one step in the School's comprehensive program to improve school safety; and;

Therefore, the School and the Town agree as follows:

#### **SCHOOL SECURITY OFFICERS:**

12. A School Security Officer ("SSO") will be placed in the School beginning September 2015. This security strategy will remain in force for two school years, unless renewed or otherwise terminated as provided below.

13. SSOs are Town of Enfield employees. SSOs will be under the direction and supervision of the Director of Public Safety (and/or his designee).
14. Training will be conducted by the Enfield Police Department
15. An orientation will be coordinated by the School Principal and the Director of Public Safety (and/or his designee) This orientation will ensure that these School Security Officers are trained as the first line security in the school building(s) and for proper coordination with the School's administrators and teachers.

## **BUILDING SECURITY**

The School Principal and the Director of Public Safety (and/or his designee) have or will work to identify improvements in building and facility security and safety, including but not limited to “hardening” the perimeter and increasing communication in emergency situation.

4. The School shall implement the required safety enhancements as identified by the Director of Public Safety prior to any SSO being assigned to the school.
5. The cost of such security and safety improvements shall be the sole responsibility of the School.

## **SAFETY PROTOCOLS AND EMERGENCY PROCEDURES**

The School Principal and the Director of Public Safety (and/or his designee) will review and revise as necessary all daily operating procedures related to safety and security.

1. The School Principal will ensure:
  - A. all school personnel are trained on the protocols and procedures.
  - B. all safety protocols and procedures are implemented and adhered to.

## **SUPERVISION AND ADMINISTRATION:**

1. The Town and School recognize that each school principal has overall responsibility for the safety of his or her school. The Town and the School recognize that SSOs are employees of the Town, and are subject to the supervision and discipline of the Director of Public Safety and/or his designee. In the event that the principal of a school has concerns regarding the performance or other issues with an SSO, said concerns shall be immediately provided to the Director of Public Safety and/or his designee, and the Director of Public Safety and/or his designee shall be responsible for handling the issue.
2. In the event that the Director of Public Safety and/or his designee or the SSO shall observe or encounter any issue regarding implementation or compliance with the school safety initiatives, the SSO or the Director of Public Safety and/or his designee shall immediately inform the School Principal and the School Principal shall take immediate corrective actions. Failure to follow the safety procedures and protocols may cause the Town to remove the SSO from the School.

## **TERMINATION PROVISIONS**

1. This Memorandum shall be in effect for the 2015-16 and 2016-17 school years and shall be reviewed may be reauthorized by the School and the Town for the

following years. Notwithstanding the foregoing, the School or the Town may terminate this agreement upon sixty (60) days' notice to the other party.

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By: The Town of Enfield  
Matthew W. Coppler  
Town Manager

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By: